
CENTRAL REGION COUNCIL ON WORKFORCE SERVICES

Monthly Meeting

Thursday, August 22, 2002

12:45 p.m.

Presiding: Mickey Adams-Grames, Chair

Present: Jane Reister Conard, Jan Cook, Greg Diven, Kathleen Gage, Bo Hall, Elizabeth Heath, Paul Jackson, Richard Justice, Brad Maughan, Stephen Ronnenkamp, Kerry Steadman, Russ Thelin, Erin Trenbeath Murray, Megan Weisen, Councilman David Wilde, Commissioner Gene D. White and Julie Zimmerman.

Excused: Susan Archibeque, Norman Fitzgerald, Stephen Goodrich and David Quinlivan.

Absent: Edward Armour, Allan Ayoub, and Brent Goodfellow.

Guests/Volunteers: Chris Bray, Deedee Duffin, John Hill, Steve James, Doug Johnston, Karen Mecham, Akilah Messado, Paul Otto, Karen Silver and Dean Walker

Staff: Jim Finch, Leno Franco, Clay Hiatt, Diane Lovell, Kent Naisbitt, John Nixon, Melissa Olsen, Marlo Wilcox, Yvette Woodland and Verene Froisland

Call to Order & Announcements

Mickey Adams Grames called the meeting to order at 12:47 p.m. and welcomed all those in attendance. Mickey then introduced four potential new members Deedee Duffin, Director of Existing Businesses for the Economic Development Corporation of Utah, John Hill, Vice-President of Human Resources for L-3 Communications, Doug Johnston, President/CEO for MetChem Testing Laboratories, and Steve James, Sage Technical Services. Dean Walker was also introduced as Terry Oakes replacement representing LDS Employment Services.

Mickey then stated that she has received a response from Senator Orrin G. Hatch, thanking the Council for its comments and recommendations in support of congressional action aimed at strengthening TANF (Temporary Assistance for Needy Families) legislation.

Mickey acknowledged Yvette Woodland who has just accepted the position as the new Manager for the Downtown Employment Center. Yvette has been the Council's chief finance person and has done an admirable job in helping the Council understand the financial figures and identify facility needs. Mickey presented Yvette with a plaque and congratulated her on a wonderful opportunity.

Yvette thanked the Council and stated that she has enjoyed her time serving the Council. She then stated that she respects all of the time that the Council members volunteer to this effort.

Mickey then announced that Leno Franco is assuming Yvette's responsibilities during the interim period.

Mickey noted that Kathleen Gage recently received tremendous coverage in the Salt Lake Tribune on her new book "Workplace Miracles".

Mickey stated that the Chair of Chairs had their August 16th teleconference call and she was not able to participate in due to her travel schedule. During the call, clarifications were given on the milestones that are being worked on with the Governor's 1,000-Day Plan. There was also some discussion on identifying the size of the employers because some of our regions, particularly our more rural regions, are having difficulty filling their private sector membership slots.

Action on Minutes of Regional Council & Executive Committee Meetings

Jan Cook moved to approve the Central Region Council minutes of Thursday, June 27, 2002, Special Executive Committee minutes of Tuesday, July 9, 2002 and the Executive Committee minutes of Thursday, August 1, 2002. Kathleen Gage seconded the motion. All voted "Aye". The motion passed.

Council of Councils Meeting October 10-11 in Cedar City

Mickey spoke concerning the upcoming Council of Councils Meeting in October. She stressed the importance of attending because it is beneficial, educational, informative and fun.

Diane Lovell gave some pointers about per diem, hotel reservations and other activities and events that will be going on in Cedar City around the same time as the conference. Diane then stated that if members needed help with reservations to contact her and to notify her if they planned to attend.

Approval of Membership Nominations

Mickey stated that the Executive Committee recommends the Central Region Council recommend to the Consortium of Counties/SL County Council the membership appointments of Greg Diven, Susan Archibeque and David Quinlivan. She asked for comments from Greg Diven, the only nominee present and he followed with a brief statement of his background and desire for membership.

Paul Jackson moved to recommend approval of Greg Diven, Executive Vice-President/COO of OCM, to the Consortium of Counties as a member of the Central Region Council. Kathleen seconded the motion. All voted "Aye". The motion passed.

Jane Reister Conard moved to recommend approval of Susan Archibeque, Credit Manager for Nicholas Foods, to the Consortium of Counties as a member of the Central Region Council. Commissioner Gene White seconded the motion. All voted "Aye". The motion passed.

Gene moved to recommend approval of David Quinlivan, Fairchild Semiconductor, to the Consortium of Counties as a member of the Central Region Council. Russ Thelin seconded the motion. All voted "Aye". The motion passed.

Mickey noted that Diane will now prepare the appropriate paperwork that will be sent to Mayor Workman's Office and the Mayor will then submit their names to the County Council. According to past practice, after the Council recommends membership approval, new members are allowed to become voting members, pending County Council action.

Downtown Employment Center Lease Options & Recommendation

Mickey stated that there has been discussion as to whether or not the Downtown Employment Center should stay at its current location. Mickey then noted that it is the Central Region Council's responsibility to approve all new facilities and asked Leno Franco to present the lease options.

Leno stated that the Downtown Employment Center lease expires on June 30, 2003. At the August 1st Executive Committee options were presented, noting that extensions may be possible. After talking with the building owners, it was clarified that two 1-year lease renewals are possible; however, the owners expressed some concern regarding an extension. Leno then stated that the Facilities Committee met and recommends a 1-year lease extension while other options are explored. He then stated that the committee is starting to collect data from surveys that were given to the employees at the Downtown Employment Center soliciting their feedback on concerns and the pros/cons of moving or not moving.

Paul Jackson moved that the Council approve a 1-year lease extension for the Downtown Employment Center located at the ExpoMart while other options are being explored. Kathleen seconded the motion. All voted "Aye". The motion passed.

Mickey stated that generally all action items are grouped together at the beginning of the agenda; however, she moved the agenda item 'Nominations for and Approval of New Council Chair' up for immediate discussion/action since a quorum was still present.

Nominations for and Approval of New Council Chair

Mickey stated that she would be resigning as Chair effective September 1st. She then thanked everyone for their support, participation, professionalism, loyalty and most importantly their friendship, and noted that serving as Chair had been one of the more challenging and rewarding jobs she has had in her life. Mickey continued by stating that there are a couple of different options for the Council to consider in filling the Chair position. Mickey stated that one of the options that the Executive Committee recommended is the appointment of an interim Chair for the remainder of her term that ends June 30, 2003. The Executive Committee also recommended that Jane Reister Conard be appointed as the interim Chair. Mickey continued by stating that the Council also has the option of filling the Chair position to complete her term and another two year-term. She added the Council could either appoint (recommend to the consortium of counties) an interim Chair or opt to fill the Chair vacancy. Mickey then reviewed the various responsibilities and advantages associated with being the Central Region Council Chair. Mickey noted that typically the Vice-Chair would step up and fill the position. She then asked Kathleen to explain why she is not interested in assuming the office of Chair.

Kathleen stated that due to her recently published books and her traveling schedule she does not feel she has the time that she would like to commit to the position of Chair. However, she would like to remain Vice-Chair.

Jim Finch, Deputy Director for the Department of Workforce Services, stated that he was representing the Executive Director, Raylene Ireland who was in Blanding and unable to attend. Jim then stated that one of the options not yet mentioned is that it is not mandatory that this process (selection of Chair) occur today. He continued by stating that one of the things that Raylene wanted him say was how impressed she and the Department have been with the service that Mickey has given to the Council. From the beginning of Workforce Services, and of all the Council Chairs throughout the State, there is no other Council Chair that has taken the responsibilities as seriously and has given as much to their Council as Mickey. Jim stated that on behalf of Raylene, at the Department thanks Mickey for her tremendous service and commitment. Jim then stated that Raylene wanted him to represent her point of view to the Council and to remind the Council that the way the Statute requires the position of Chair be filled is that the Consortium of Counties in consultation with the Department appoints the Chair. Therefore, the Department feels at this point, that it is not ready to make a recommendation to the Consortium of Counties and is recommending that the process be delayed until a future meeting.

Kathleen asked Jim how the Department sees the leadership role being handled over the next few months because "at a future point" does not give her any specific date that she can look to. She again noted that she was not in a position to assume on the expanded role that would be required of the Chair.

Jim stated that the Department would typically hope that the Vice-Chair would be able to step up and help, but would rely on other members of the Executive Committee and the Regional Director to help the Department get to the point where it is ready to make a recommendation to the Consortium of Counties.

Jane Reister Conard asked why the Department is not ready since Mickey announced about a month ago when she would be resigning?

Jim responded by stating that the Department has been contacted by some members of the Council who are interested in becoming the Chair of the Council but don't feel that they are prepared to have their names entered at this time.

Bo asked Jim when he thought the Department would be ready. Jim responded by stating that he didn't think it would be very long.

Mickey stated that as she understands the Statute, it doesn't state the Department makes the recommendation, rather, it says the appointment will be made in conjunction with the Regional Director. She then indicated that although the Council appreciates the Department's input it really isn't a Department recommendation, unless she is misreading the Statute.

Jane stated that generally speaking, a group chooses its own leadership and subject to the Statute she assumed that the Consortium of Counties then would ratify the leadership chosen by the Council.

Jan Cook stated that it was clear that others were interested in the Chair position and that their feelings should be honored. She suggested that some sort of public forum be held where people feel comfortable coming forward to say that they are interested. Jan stated that she also feels that the Council should get a legal clarification of the Statute. In the meantime, Jan indicated that she thought that Jane would be absolutely phenomenal as the interim Chair and suggested that given all the variables, the Council proceed with Jane's nomination as interim Chair and then move forward to address the process and other related issues.

Jim stated that the Department is very well aware of Jane's qualifications and certainly respects her and the quality of her work. So, it is not a question of not wanting her so much as having an open discussion.

Bo stated that he is concerned because he thinks the process is really the problem and he is nervous about doing anything too quickly, one way or another, until the process is clarified.

Mickey pointed out that this is the first time in her history with the Department, that includes the terms of three Chairs, that she has ever heard the Department indicate that it wanted to be part of the process.

Jane stated that she finds herself in a somewhat odd position. She has explained to Brad Maughan and to Mickey that she doesn't have any ego involved but that she cares very much about the process. Personally, she doesn't care if someone else wants to have the chair position; however, she is concerned about delays because the Council needs to be effective and there are some big issues coming up. Jane then stated that she wishes that the people interested would not be hesitant in coming forward.

Erin Trenbeath-Murray moved that a Nominations Committee, made up of unbiased Council members be established and that a vote for a new chair be postponed one month while the Statute is being looked at more thoroughly. Jan seconded the motion.

Discussion on the motion followed with the following comments and issues raised by the membership: No one has officially contacted Mickey expressing interest, several members feel that there should be an interim Chair for the sake of organizing and planning the next meeting or two, members feel like they can't come to the Council to say that they would like to be in the leadership role and the members do not want to operate without a Chair for the next few months waiting for the Department to be ready.

Jim stated that it is important that the Central Region Council understand that the way all of the Regional Councils have operated, except Salt Lake, is that when there is a need of a Chair, the Regional Director consults with the local elected officials and in that group a decision is made as to who the Chair ought to be. The Central Region Council has informally adopted a more democratic process. At this moment in time, the Department is simply saying we would prefer to operate more directly in connection with the provisions of the Statute, which does not call for a vote from the members of the Council. Jim then stated, however, that the Council has the right to operate in the way they would like to.

Mickey stated that the Council appreciates Jim's comments and that the Council does not want to defy either the Department or Statute. However, there are Council members concerned that a month, potentially two months, could go by with no strong leadership heading up what is in fact the largest Council in the State, representing the greatest population.

Stephen Ronnenkamp asked Jim if the Nominations Committee as proposed would be congruent with Statute.

Jim stated that it is just as appropriate to have a Nominations Committee as it is to have a vote today as to who the Chair is going to be.

Stephen stated that he feels that the Council should not make any kind of motion until an interpretation of statute is determined.

Russ Thelin stated that it would be good to know who these individuals (those wanting to be considered for the Chair) are at some point but it can't be an ongoing process. The Council should look at setting some timeframes for that to take place.

Mickey questioned that if the individuals are not willing to speak up, is that indeed someone that should be considered?

Jim pointed out that it might be that the individuals are interested in being appointed but not running for office.

Councilman David Wilde asked if anyone knew the Statute reference.

Jim asked Brad if he had a copy of the Statute reference. Mickey then asked Brad to read the appropriate section.

Brad stated the Statute reference is SB 23, Section 35A and read aloud the following excerpt:

The Consortium of Counties in the Regional Workforce Services area that appoints the Council shall in consultation with the Regional Director appoint a member of the Council to be the Chair of the Council to serve no more than 2 one-year terms.

Mickey stated that practice has been, since her involvement for the past four years, that the Council, which includes the Regional Director, recommends a person for approval by the Consortium of Counties. The Council would assume that if the Regional Director has an objection he or she would speak up.

Brad stated that's what puts a Regional Director in a precarious position. What if he speaks up and gets outvoted?

Mickey responded that is a possibility. Mickey then asked Erin to restate her motion.

Erin stated that her motion is to put together a Nominations Committee that will meet concurrently while the Statute is being interpreted so that there was not a waste of time.

Kathleen stated that it is her understanding, as Vice-Chair, she would be sitting in the role of Chair for the next month. Since she is going to be out of town, she could ask someone to sit as chair during her absence, and then, the Council wouldn't have to deal with the interim chair issue. So, in her absence, Kathleen asked Jane to sit in the role of Chair.

Gene called for the vote on the motion.

Mickey stated that the motion on the floor is, in lieu of voting for an interim Chair, the Council puts together a Nominations Committee that would then begin recruiting a Chair concurrent with the evaluation of the Statute. Erin, Jan and Russ voted "Aye". Eight "Nays". Jane Reister Conard and Gene White abstained. The motion failed.

Commissioner Gene White stated that he is not trying to put Jim in a bad situation. However, he really would hope in the future that when it has been announced in advance as long as this has that this be taken care of long before we come to this particular meeting to embarrass people who have worked hard to try to figure out a way to get this accomplished. Gene then stated that maybe they are not

embarrassed, but he is a little embarrassed for them because he thinks that this has not been handled very professionally in getting this taken care of. Gene continued by stating that he hopes the new members realize, and those who are here visiting, that in his two-year experience with the Council this is not generally the way things are done. He hopes that this issue can be corrected in a dignified and above board manner.

Mickey stated that what needs to be determined next is if the Council is appointing an interim Chair or is it looking to appoint a permanent Chair.

Councilman David Wilde stated that he thought the Council had the option of leaving things status quo, which would make the Vice-Chair the acting Chair with the authority to designate who she wanted to.

Mickey asked Councilman Wilde if he would like to put his comment in the form of a motion.

Jane stated that a motion does not need to be made; it is just a matter of procedure.

Bo moved that the Council, with the Department, seek from the Attorney General's Office an interpretation on what exactly the Statute provides for or does not provide for and an opinion from the Department on the Council's processes in relationship to that interpretation of the Statute within 30-days. Jane seconded the motion.

Jim stated that if the Attorney General's office is involved he couldn't guarantee any timeframe. If the Council were to ask for a legal opinion from within DWS the timeframe could be met.

Karen Mecham suggested that the wording of Bo's motion be changed to read:" to have an immediate legal opinion on Statute from the Office of Legislative Research" because there are attorney's there that wrote the Statute. Bo agreed to the changes. All voted "Aye". The motion passed.

Mickey stated that the Council needs to now decide who will act as Chair for the next 30 days. As she understands the process, Kathleen would normally assume the position of Chair. Due to her stated travel schedule and being gone three weeks in September Kathleen has asked that Jane assume the role of acting Chair for the next 30 days.

Jane moved that Item #10 (Nominations for and Approval of New Council Chair) be tabled to the next meeting. Erin seconded the motion. All voted "Aye". The motion passed.

Mickey spoke to the Council's new members and potential new members, and stated that she hopes that they see this discussion as a sign of the dedication of this Council. She then congratulated every single Council member for making her job so challenging.

Committee/Task Force/Staff Reports

Membership – Mickey stated that the new member recommendations constituted her membership report.

Basic Needs Committee – Karen Mecham stated that the Basic Needs Committee plans to go through the Employment Center intake process during September. Also, on September 17th Karen reported that she will ask the Utah Mentoring Partnership Board for suggestions on how to recruit mentor volunteers. Karen then announced that Greenbacks is sponsoring the 4th Annual Single Mother's Conference on September 14th. The cost of the conference will be \$1. Fliers and brochures were made available for distribution.

Government Relations – There was no report at this time.

Facilities – Leno stated that the construction of the West Valley Employment Center is underway and the final inspection date is November 10th.

Training & Development – Paul Jackson referred to the Eagle Gate College training vendor application included in the Council packets, stating that the Training & Development Committee had received all of the required application documents from Eagle Gate College. **He then moved that the Council approve Eagle Gate’s application and recommend to the State Council that Eagle Gate College be added to Utah’s approved Training Vendor/Provider list. Jane seconded the motion.**

Russ Thelin, State Office of Rehab, made the Council aware of the Department of Rehabilitation’s process. The State Office of Rehab’s approval given to Eagle Gate College was somewhat provisional on the basis that it would be reviewed for the first year with a higher level approval for individuals to participate in that program the following year. Russ also noted that the approval, as with any approval for proprietary schools, is for State equivalency tuition not full tuition for programs.

It was suggested and agreed upon that financial statements be included with all future applications from colleges and universities.

Mickey then called for the vote. All voted “Aye”. The motion passed.

Marketing Committee – Kathleen stated that the next Business Services quarterly newsletter would include information about the Council. She also indicated that a press release will be sent out within the next week by the Governor that will include an item about the DWS/ Utah College of Applied Technology partnership and the new West Valley Employment Center groundbreaking.

Child Care Brainstorming Task Force – Kathleen reported that a second meeting is scheduled on August 29th at 11:00 a.m. to review the results of a customer survey aimed at determining why on site child care is underutilized at the Downtown and Metro Centers.

Agency Task Force – Jan Cook referred to a handout that reflected current DWS contracts for direct customer services. She stated that the Task Force is now looking at getting the contract agencies and contact information so that we can invite them to come to the second phase. A meeting is being planned for the second week in September to take a look at other services the contracted organizations provide. Perhaps the other services can be capitalized on and be accessed to provide additional or complementary services to one or more segments of the DWS customer base, i.e., employers, job seekers and persons wishing to develop/enhance their careers.

Youth Council – Bo Hall stated that the Youth Council met on August 19th. Jim Robson, the new Labor Market Economist, addressed the Youth Council and gave an excellent presentation. **Bo then recommended that the Central Region Council invite Jim to give a presentation at a future meeting.**

Finance Committee – Jane stated that in light of the time, she would forego her report. **Jane then moved that the Council move directly to the presentation by John Nixon and table the remaining items on the agenda until the next meeting. Paul seconded the motion. All voted “Aye”. The motion passed.**

Fiscal Report – This item was tabled until the next meeting.

DWS Funding Sources (Fiscal Primer)

John Nixon, DWS Finance Director, presented a global perspective on how the DWS budget process works and DWS funding sources. He then conducted a slide presentation that gave an overview of the budget, the budget process in general, how DWS gets funding, and how the expenses match the funding sources. At the conclusion of his presentation, John invited members to call him with questions.

Jane asked if the Council members could receive a copy of the slides that were presented. John responded by stating that he can do that as long as everyone understands that the numbers on the copies will change because the numbers change on a regular basis.

CAP Help Desk Report

Due to time constraints this item was tabled until the next meeting.

Regional Director's Report

Due to time constraints, this item was tabled until the next meeting.

Old Business

This item was tabled until the next meeting.

New Business

This item was tabled until the next meeting.

Public Comment

There was no public comment.

As there was no further business, the meeting adjourned at 2:45 p.m. Mickey was presented with a letter of acknowledgement from Raylene Ireland and a crystal vase from the Council as a token of appreciation for her service. A reception followed for Mickey Adams Grames, the outgoing Chair of the Central Region Council on Workforce Services.